Minneapolis
City of Lakes

2022 Neighborhood Organization Board Representation Survey Report

Oct. 5, 2023

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Introduction

The City of Minneapolis benefits from the volunteer efforts of more than 700 residents who serve on 70 neighborhood organization boards across Minneapolis. Neighborhood volunteers contribute an estimated total value of nearly $2 million in volunteer time each year.

The City provides an annual funding allocation to these neighborhood organizations to identify and act on neighborhood priorities, influence City decision-making and increase public participation.

The City's funding guidelines require that neighborhood organizations be open to participation by all residents and conduct activities that promote the inclusion of all groups in the neighborhood's community efforts and decision-making. This includes groups of all ages, ethnicities and economic backgrounds.

Most board members are directly elected by residents and other community stakeholders, while a small number may be appointed to fill vacancies between annual meetings.

The representation of neighborhood organization boards is a fundamental equity issue as board leadership is the decision-making body for a geographic area and the priorities for allocation of that neighborhood's funding. However, it is only one indicator of how effective neighborhood organizations are with regards to broad community engagement and empowerment. This survey is not designed measure overall participation in neighborhood organizations, which might occur through a variety of other activities.

The biennial Neighborhood Organization Board Representation Survey is conducted to:

- Create a baseline and characterize the current makeup of neighborhood organization boards.
- Provide a basis for recommendations.
- Identify possible questions for further study.

Key findings

- The survey results showed a decrease since 2018 of younger, lower income, and those with some college or less participating in neighborhood boards.
- Diversity measures that are meeting our benchmark goals in 2022 include gender, disability status, people ages 40-54 and those with incomes between $50,000 – 74,999.
- Between the 2018 and 2022 surveys there was little significant demographic changes in neighborhood board representation in gender, disability status, race and ethnicity renter status.
- An increase of about 100 Black, indigenous, and people of color serving on neighborhood boards is needed for proportional representation.
- Residents, who identify as members of communities of culture, have increased 4.5% since the last survey.
- Renters and those with some college or less education have the largest gaps in representation of the seven diversity measures with available census data.
- If another 200 renters serve on neighborhood boards across the city, we would reach a proportional representation.
- Board member turnover and open seats provide opportunities to significantly increase diverse board member representation.

Methodology

In September and October 2022, the City of Minneapolis Neighborhood and Community Relations Department (NCR) carried out the fourth biennial[1] neighborhood organization board diversity survey.

In an effort to maintain its high response rate from 2018, neighborhood support specialists reached out to and attended all 70 City-funded neighborhood organizations' board meetings in person or online. The specialists asked board members to complete a confidential paper or electronic survey.

While participants were asked on the survey to report which neighborhood organization they represented, this was only used to encourage participation from all neighborhoods. This data was anonymized during analysis to help protect confidentiality of individual participants and neighborhood organizations. Otherwise, all data from individual surveys was aggregated to the community and citywide level.

Data has been aggregated at the citywide level for the purpose of creating this report and to inform City policies and programming.

Response rate

The overall response rate was 83%. This is a 9% increase compared to the 2018 survey. Of approximately 650 neighborhood organization board members, 536 participated from 68 of the 70 City-funded neighborhood organizations. While most neighborhood organizations had participation over 50%, participation varied widely from neighborhood organization to neighborhood organization. 19 neighborhoods had a 100% completion rate.

Margin of error

Each indicator has a slightly different margin of error based on question structure and response rate for each question. For the 2022 survey, the margin of error for all questions is between 1.8%-and 3.2% at a 99% confidence level.

Comparison limitations

The Neighborhood Board Diversity Survey is voluntary. Respondents' participation is neither compulsory nor random. As a result, the survey is not scientific. Any propensity for one demographic group to participate or not participate is not weighted in the results. The validity of the survey is based on the response rate.

Diversity measures

In this report, NCR measured diversity in terms of:

- Gender.
- Disability status.
- Race and ethnicity.
- Renter status.

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[1] There was no survey conducted in 2020 due to the coronavirus pandemic.

- Age.
- Formal education.
- Income.
- Years on the neighborhood board.

The term "people of color" is used to encompass all non-white people, emphasizing common experiences of systemic racism.

Benchmark comparisons

NCR used Minneapolis' demographic data from the 2021 American Community Survey (ACS) and MN Compass to set benchmarks, or reference points, of each of our diversity measures. Then, we compared our survey results to their benchmarks by dividing each diversity measure by its demographic data.
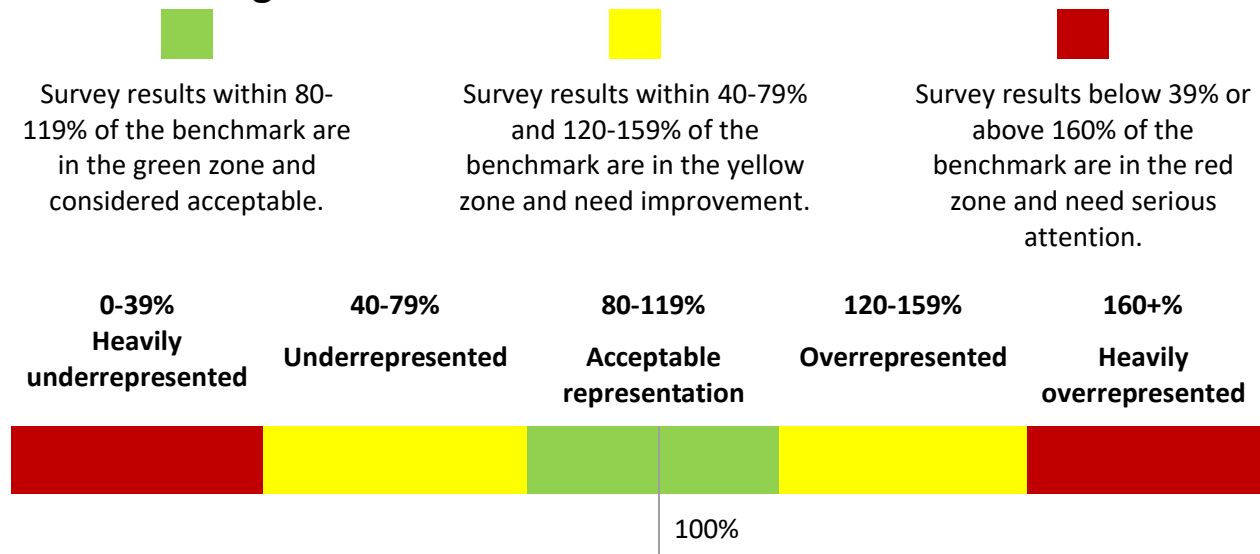
$$\frac{Neighborhood\ board\ demographics}{Minneapolis\ population\ demographics} = \%\ of\ the\ benchmark$$

An answer of 100% would mean that the boards and commissions survey demographics perfectly represent the Minneapolis population.

Diversity measure dashboard

The diversity measure dashboard shows at a glance how well the neighborhood organization board diversity measures represent Minneapolis' overall population demographics. If a diversity measure is at 100% of its benchmark, that would mean that the demographics of neighborhood boards perfectly mirror those of Minneapolis residents.

Understanding the dashboard

| Survey results within 80-119% of the benchmark are in the green zone and considered acceptable. | Survey results within 40-79% and 120-159% of the benchmark are in the yellow zone and need improvement. | Survey results below 39% or above 160% of the benchmark are in the red zone and need serious attention. |

| 0-39%
Heavily underrepresented | 40-79%
Underrepresented | 80-119%
Acceptable representation | 120-159%
Overrepresented | 160+%
Heavily overrepresented |

100%

Underrepresentation, 79% of the benchmark and below, is a concern as it limits participation from the underrepresented groups. Overrepresentation, 120% of the benchmark and above, is also a concern because it can give the overrepresented group a disproportionate influence over City decision-making.

Single category measures
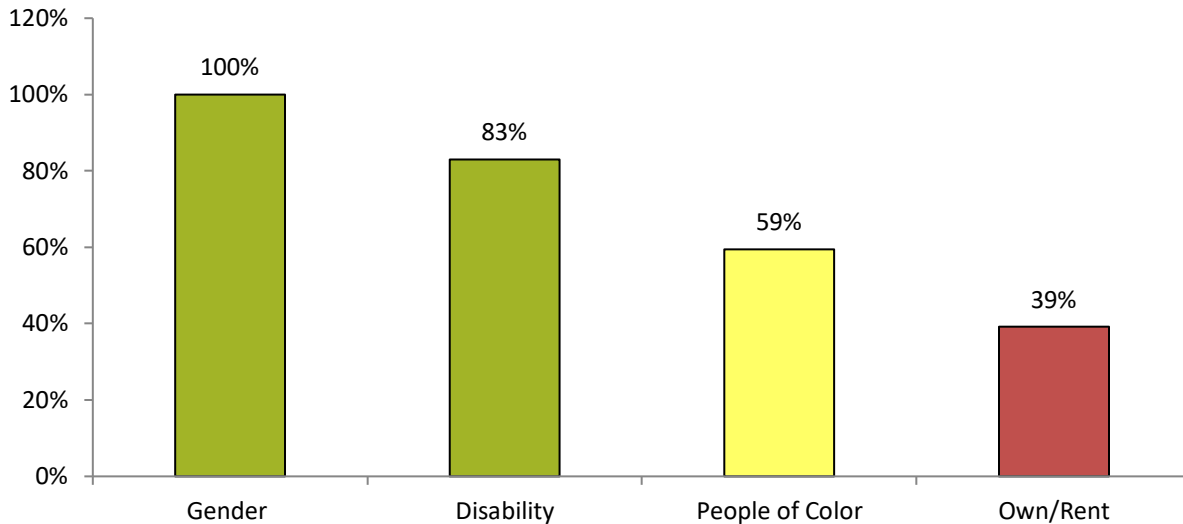
Gender

- This diversity measure is at 100% of the city benchmark and is green.
- 2022 city demographic benchmark: The Minneapolis population in terms of genders is 51% male and 49% female.
- Though we ask about gender identities beyond the male-female binary on the diversity survey, the only comparative census data available is with male and female identities, so that is used for this benchmark.

People with a disability

- This diversity measure is at 83% of the city benchmark and is green.
- 2022 city demographic benchmark: 12% of Minneapolis residents are living with a disability.

People of color

- This diversity measure is at 59% of the city benchmark and is yellow.
- 2022 city demographics and benchmark: The Minneapolis population is 63% white and 37% people of color.
- Detailed racial demographics are available in the survey findings section and show gaps in representation by specific race and ethnicity.

Renters

- This diversity measure is at 39% of the city benchmark and is red.
  2022 city demographics and benchmark: 49.8% of the city population owns their home, while 50.2% of the city population rents.
- The city is majority renters. We have seen a slight increase from the 2018 survey.

Multi-category measures
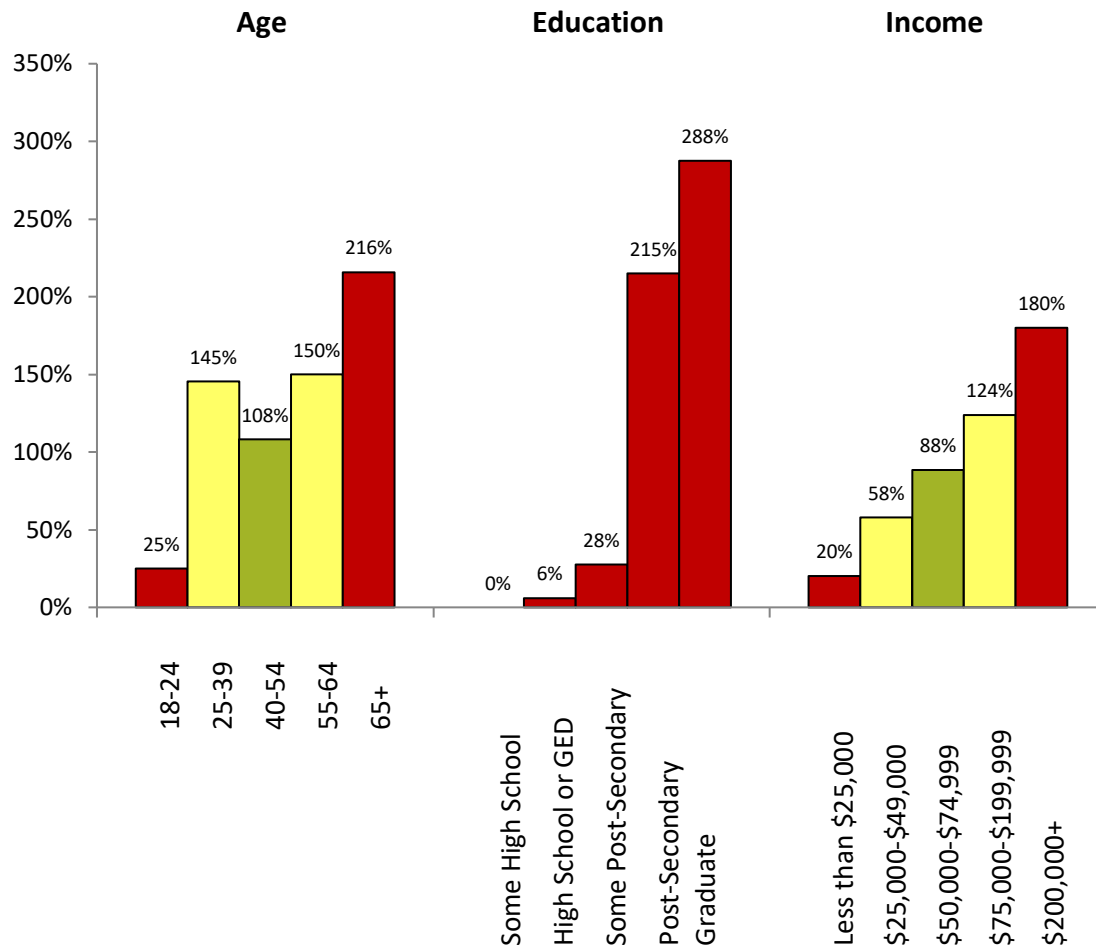
Age

There is a vast underrepresentation of young people on neighborhood boards, and in turn, every other age category is overrepresented, except for those aged 40-54, who are proportionally represented. Engaging more young people is key to better representation.

- ■ Age 18-24: This diversity measure is at 25% of the city benchmark and is red.

- ■ Age 25-39: This diversity measure is at 145% of the city benchmark and is yellow.

- ■ Age 40-54: This diversity measure is at 108% of the city benchmark and is green.

- ■ Age 55-64: This diversity measure is at 150% of the city benchmark and is yellow.

- ■ Age 65+: This diversity measure is at 216% of the city benchmark and is red.

2022 city demographic and benchmark: See the survey findings section for detailed city age demographics.

Education

More work needs to be done to ensure we are reaching applicants with varying education levels.

- ■ Some High School: This diversity measure is at 0% of the city benchmark and is red.

- ■ High School or GED: This diversity measure is at 6% of the city benchmark and is red.

- ■ Some Post-Secondary: This diversity measure is at 28% of the city benchmark and is red.

- ■ Post-Secondary Graduate: This diversity measure is at 215% of the city benchmark and is red.
- ■ Postgraduate: This diversity measure is at 288% of the city benchmark and is red.

2022 city demographic and benchmark: See the survey findings section for detailed city education demographics.

Income

While more representationally aligned in the middle-income categories, we see a significant underrepresentation of residents with incomes less than $25,000 and significant over representation of residents with incomes greater than $200,000.

- ■ Less than $25,000: This diversity measure is at 20% of the city benchmark and is red.
- ■ $25,000-$49,000: This diversity measure is at 58% of the city benchmark and is yellow.
- ■ $50,000-$74,999: This diversity measure is at 88% of the city benchmark and is green.
- ■ $75,000-$124,999: This diversity measure is at 124% of the city benchmark and is yellow.
- ■ $125,000+: This diversity measure is at 180% of the city benchmark and is red.

2022 city demographic and benchmark: See the survey findings section for detailed income demographics.

Survey findings

The following section is a breakdown of the diversity measures this report tracks. A comparative analysis of the 2014, 2016, 2018, and 2022 survey results is shown with 2022 results outlined by the most recent Minneapolis population demographic data for each diversity measure. The following analysis reviews survey findings and compares them, where possible, to data from the 2021 American Community Survey (ACS) for Minneapolis unless noted otherwise.

Gender

Compared to census data, which only tracks male and female gender identities, males are underrepresented on neighborhood boards by 5%. In 2018, diversity survey gender responses were expanded for respondents to further identify their gender in a more inclusive way.

Additional gender breakdown

Currently, there is not any available census data to compare to the citywide demographics against all of the gender identities that board members selected in this survey. Nevertheless, it is an important diversity measure.
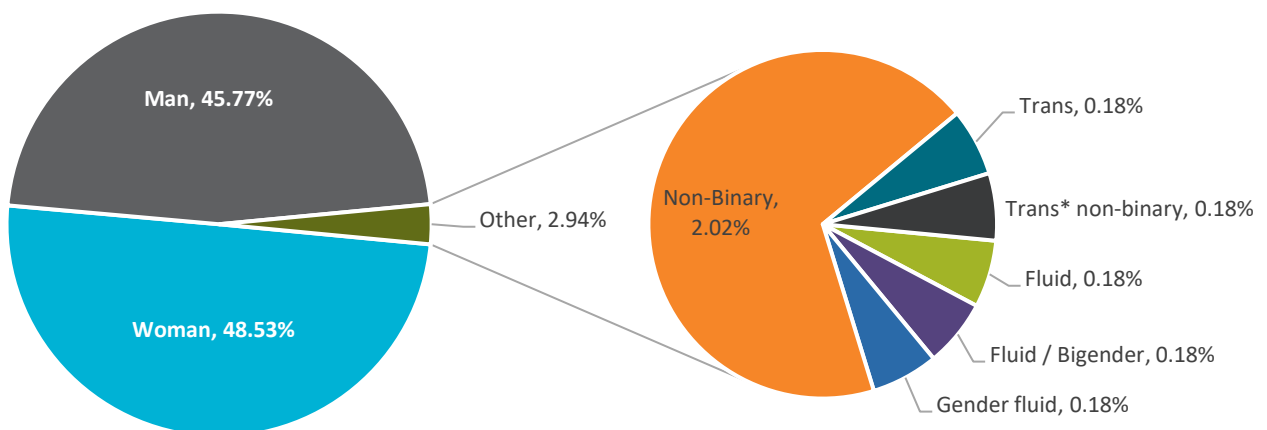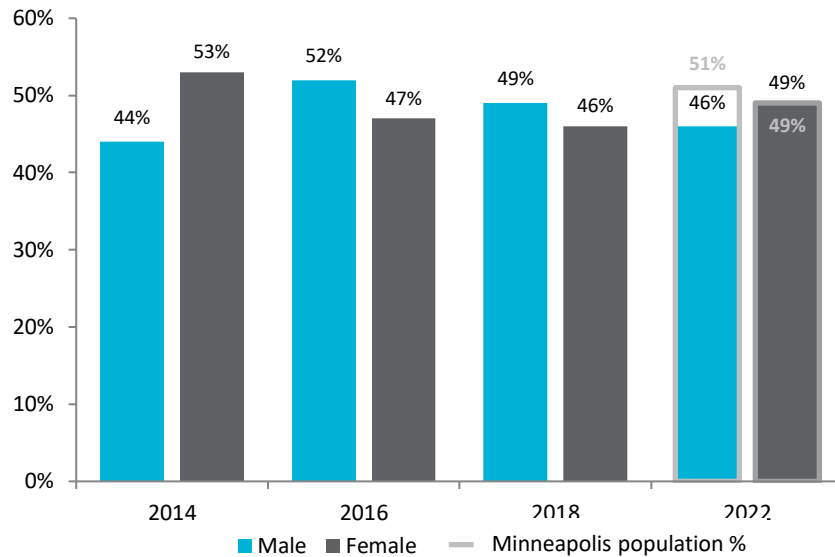
People with a disability

There is a 2% gap between the 10% of people with a disability serving on neighborhood boards and the 12% who live in the city. There was a 2% increase between 2018 and 2022 of people with a disability serving on these boards.
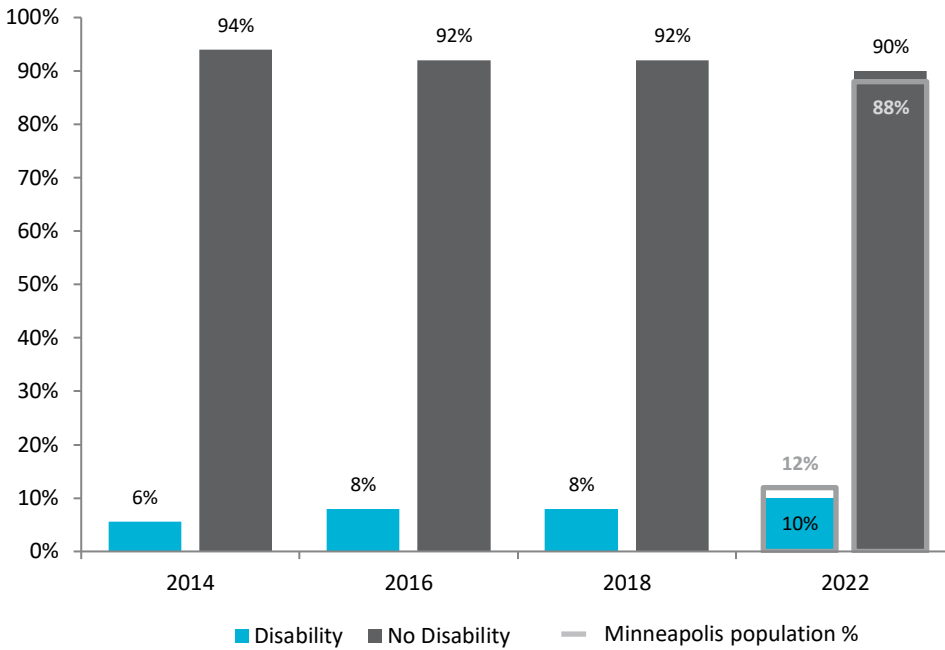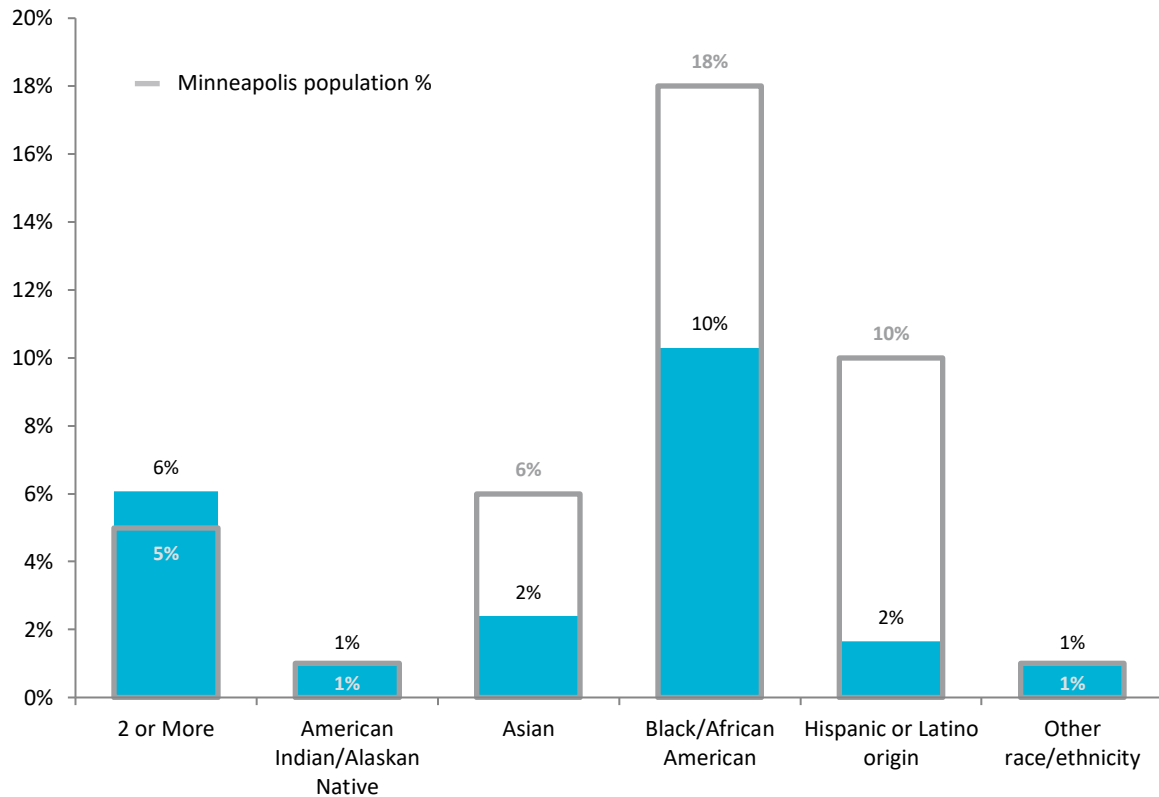

People of color

From 2018 to 2022, there has been a 4% increase in representation of people of color on neighborhood boards. There is still a 15% gap between the 22% of people of color serving on neighborhood boards and the benchmark of 37% of Minneapolis residents who are people of color.
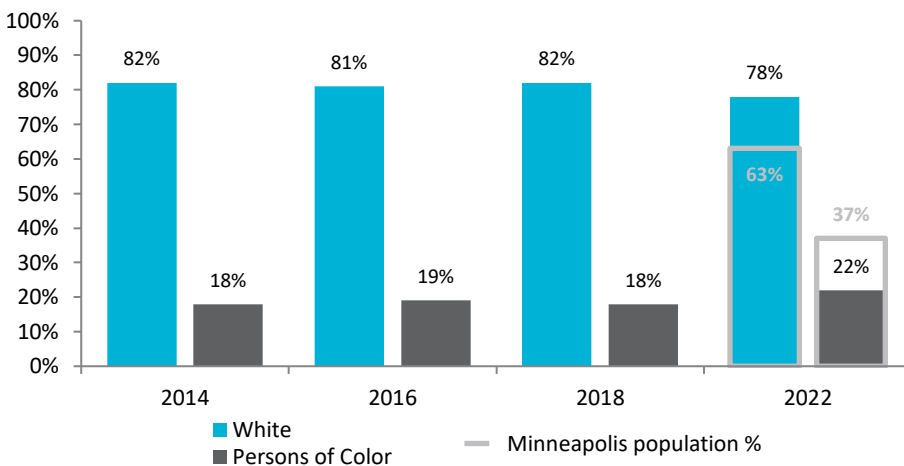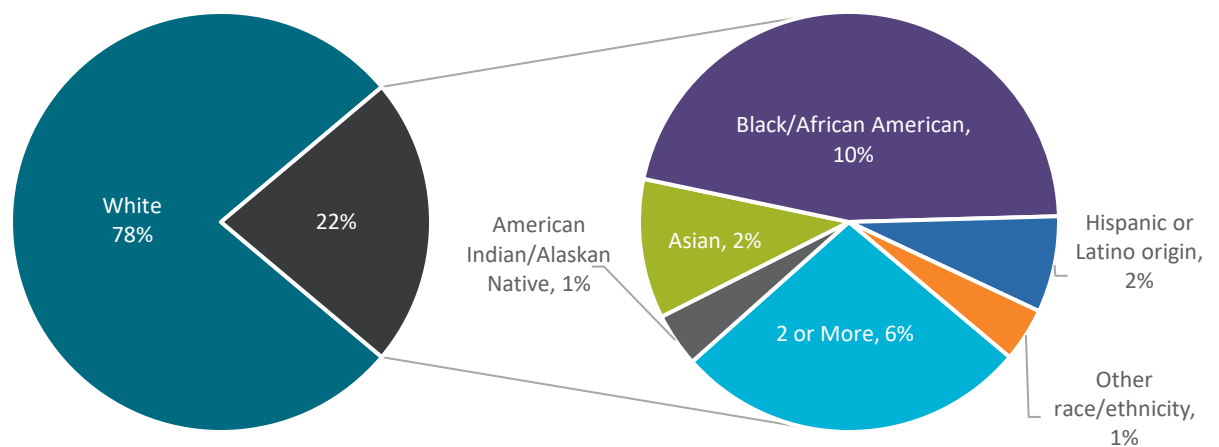
Additional breakdown of race and ethnicity

The charts in this section show representation and gaps in representation by individual racial groups. The data show proportional representation of American Indians and those who chose "other race or ethnicity" on the survey. There is also 1% more board members who chose "2 or more races" than in the population of Minneapolis. However, there are significant gaps in representation of Asian, Black or African Americans and those of Hispanic or Latino origin.

Neighborhood board demographics compared to city population

Minneapolis population %

Category	Board %	Minneapolis population %
2 or More	5%	6%
American Indian/Alaskan Native	1%	1%
Asian	2%	6%
Black/African American	10%	18%
Hispanic or Latino origin	2%	10%
Other race/ethnicity	1%	1%

Race and ethnicity of neighborhood board members

- White 78%
- 22%
  - Black/African American, 10%
  - Asian, 2%
  - American Indian/Alaskan Native, 1%
  - 2 or More, 6%
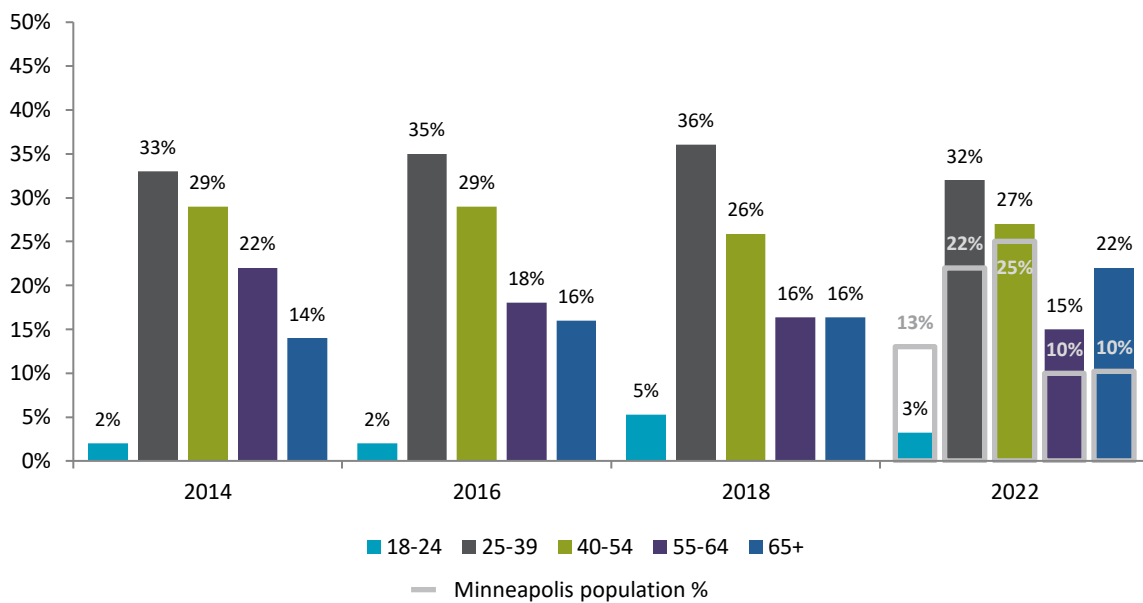 - Hispanic or Latino origin, 2%
  - Other race/ethnicity, 1%

Renters

There has been a slight (2%) increase of renters on neighborhood boards since 2018. There is still a 31% gap between the 51% of renters that live in Minneapolis and 20% that serve on neighborhood boards.


Legend: ■ Own ■ Rent — Minneapolis population %

Data points:
- 2014: Own 78%, Rent 15%
- 2016: Own 82%, Rent 15%
- 2018: Own 77%, Rent 18%
- 2022: Own 77% (49% population line), Rent 20% (51% population line)
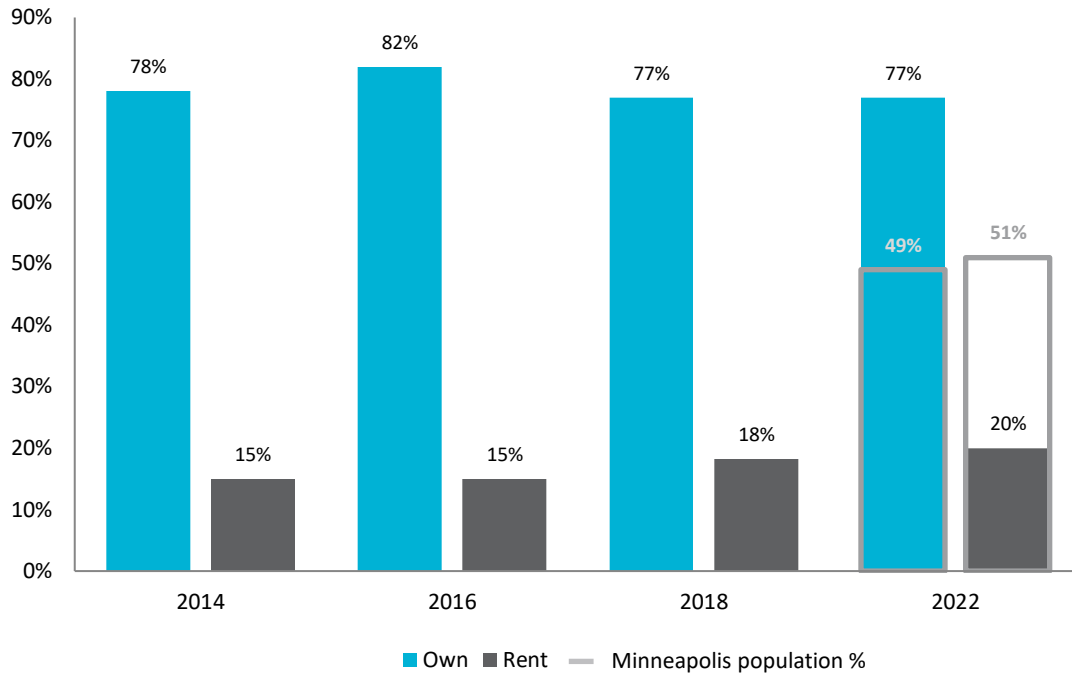
Age

The city tends to have older residents serving on its neighborhood boards, with the largest underrepresentation being among those that are ages 18-24. Compared to 2018, there has been a decrease in those under 40 serving on neighborhood boards and an increase of those over 65.

Legend: ■ 18-24 ■ 25-39 ■ 40-54 ■ 55-64 ■ 65+ — Minneapolis population %

Data points:
- 2014: 18-24 2%, 25-39 33%, 40-54 29%, 55-64 22%, 65+ 14%
- 2016: 18-24 2%, 25-39 35%, 40-54 29%, 55-64 18%, 65+ 16%
- 2018: 18-24 5%, 25-39 36%, 40-54 26%, 55-64 16%, 65+ 16%
- 2022: 18-24 3% (13%), 25-39 22% (32%), 40-54 25% (27%), 55-64 10% (15%), 65+ 10% (22%)

Education

Minneapolis residents with some high school, high school or GED, or some post secondary are significantly underrepresented on neighborhood boards (6%, 16%, and 21% respectively). College graduates and post graduates are significantly overrepresented, by 14% and 26% respectively.

Legend: Some High School ■ High School or GED ■ Some Post Secondary ■ Post Secondary Graduate ■ Post Graduate

— Minneapolis population %
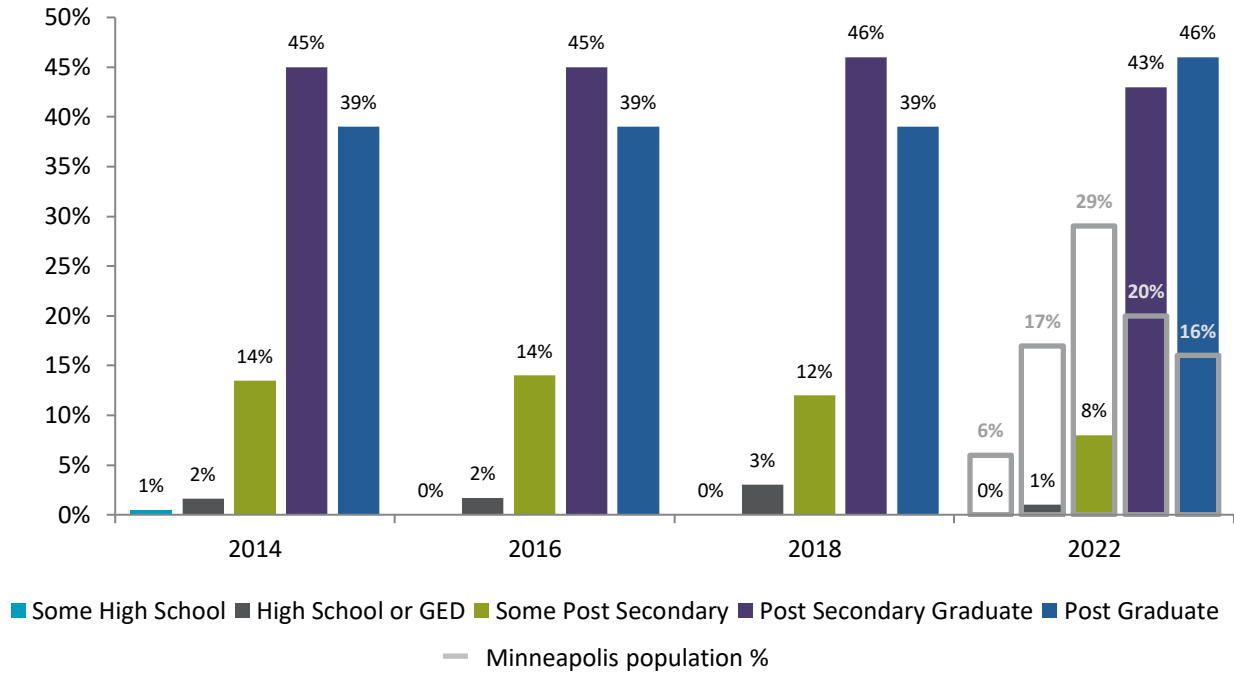
Income

The gap in representation based on income increased between 2018 and 2022. Neighborhood board members making less than $75,000, were already underrepresented, decreased further in 2022. Those making over $125,000, who were already overrepresented, increased.

Legend: ■ Less than $25,000 ■ $25,000-$49,000 ■ $50,000-$74,999 ■ $75,000-$124,999 ■ $125,000+
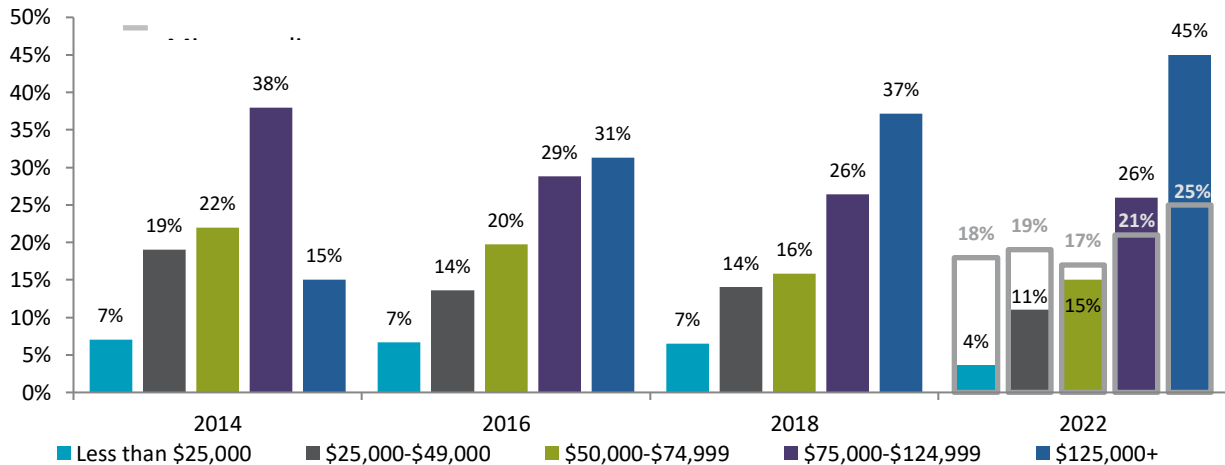
Years on the board

A significant insight in the 2022 survey is that the majority of board members have been on their neighborhood board for 3 years or less.

Years on the board pie chart

- 1 year or less, 41.6%
- 1-3 years, 27.3%
- 4-6 years, 15.0%
- 7+ years, 12.1%